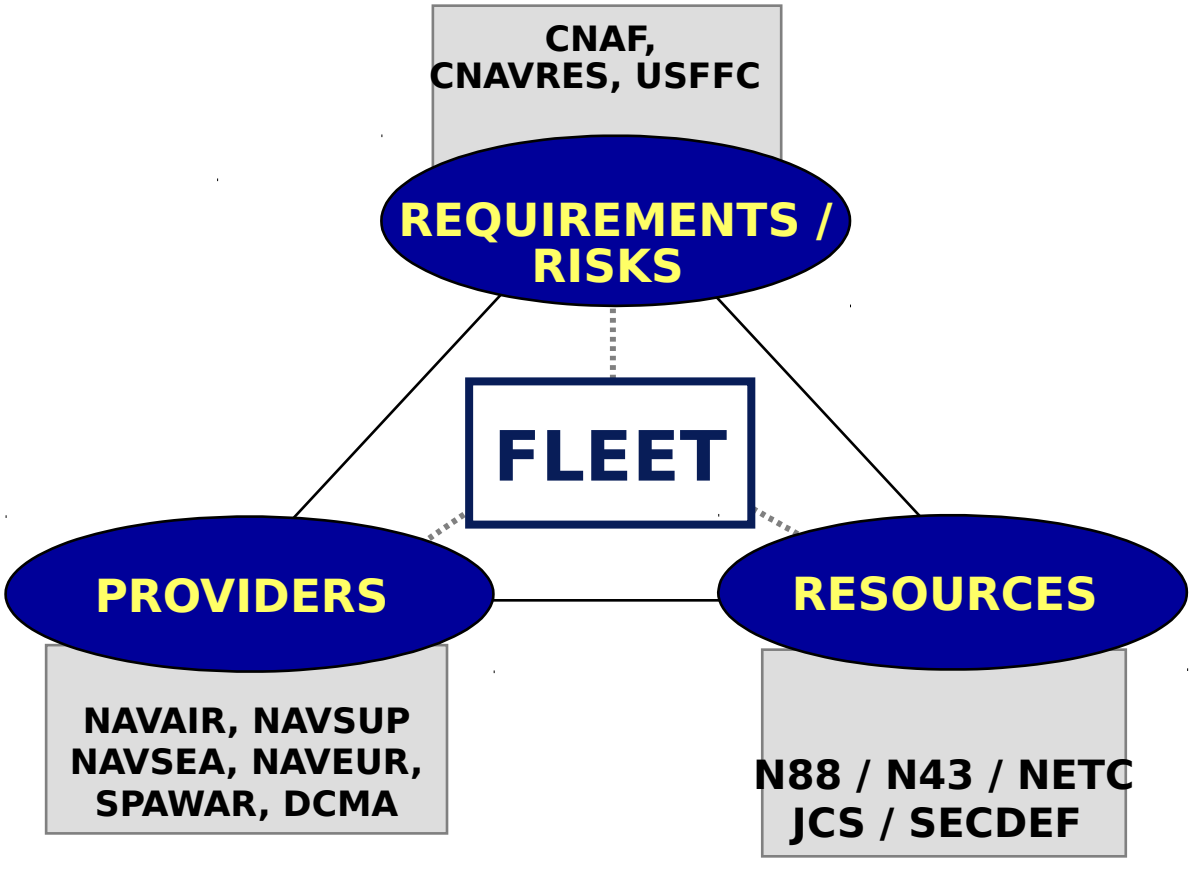
Aerospace Engineering Duty Officer (AEDO) Community Overview

Sept 2015

AEDs in Naval Aviation Enterprise (NAE)



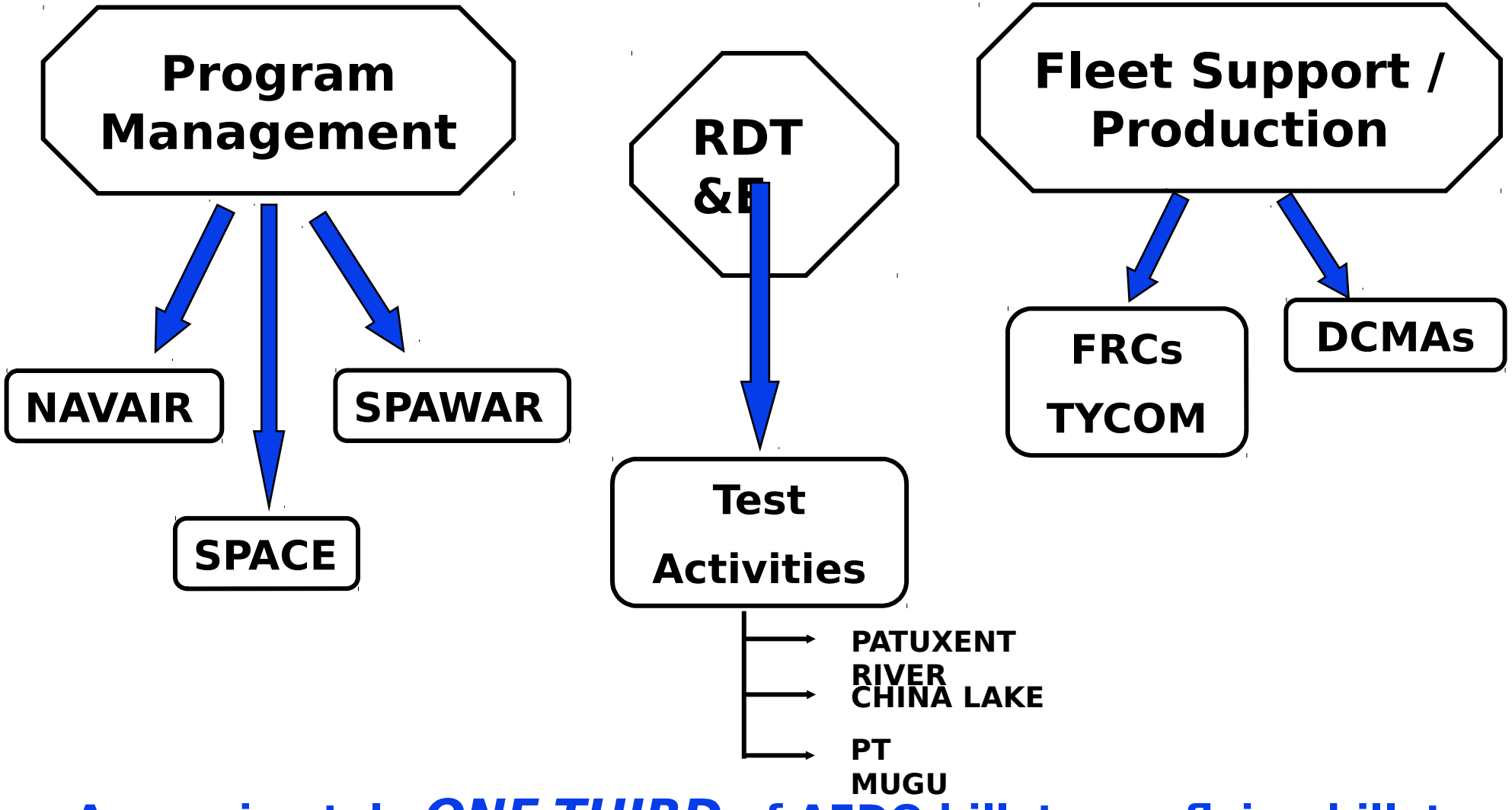
AEDs…
Leaders in all NAE areas

- ~ 309 Aerospace Engineering Duty Officers (AEDO) 1510
- ~ 415 Aerospace Maintenance Duty Officers (AMDO) 1520
- ACQUISITION, TECHNICAL, & MAINTENANCE PROFESSIONALS
- LEADERSHIP
- ACQUISITION MANAGEMENT
  - PROGRAM MANAGEMENT
  - PRODUCTION, MANUFACTURING, AND QUALITY ASSURANCE
  - SYSTEMS ENGINEERING
- PRODUCTION
  - FLEET READINESS CENTERS
  - TEST & EVALUATION
- BUSINESS ACUMEN
- RESOURCE MANAGEMENT
  - HUMAN RESOURCE MANAGEMENT
  - FINANCIAL MANAGEMENT

NAE Acquisition Community Leaders – 1500

1.	VADM Dunaway (AEDO)	NAVAIR
2.	RADM Mahr (AEDO)	JSF
3.	RADM Gaddis (AEDO)	PEO (T)
4.	RADM Winter (AEDO)	CNR
5.	RADM(s) Sohl (AEDO)	COMFRC
6.	RDML Jaynes (AMDO) (A)	PEO
7.	RDML Becker (AEDO)	PEO Space
8.	RDML Peters (AEDO)	NAWCWD

AEDO Career Fields



Approximately *ONE-THIRD* of AEDO billets are flying billets

Program Management - NAVAIR

- **Cradle-to-grave life cycle support for aerospace systems:**
  - **Aircraft & associated weapon systems**
  - **Avionics**
  - **Space systems**
- **Responsible for $ billions in Research, Development, Test and Evaluation (RDT&E) and procurement**
- **Interface with OPNAV sponsors, defense**

Major Program Manager = Potential Flag maker

Program Management - Space

Space Cadre: "Operationalize" Space

Subspecs: 5500, 6206

AQDs: VR1-3, VS5-8

29 AEDOs: 10 x O-6
12 x O-5, 7 x O-4, 0 x O-3

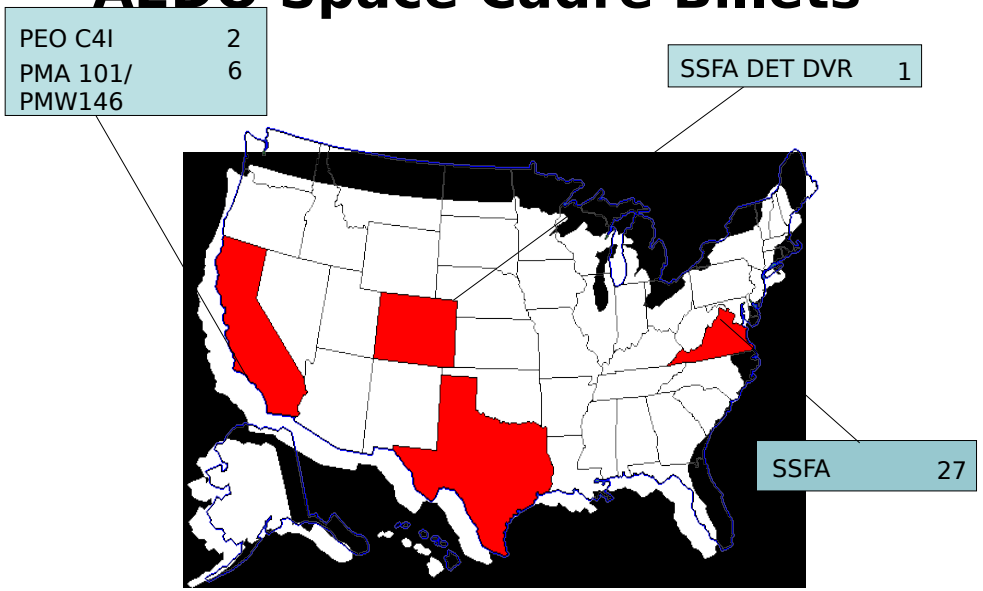
Space Track:

- O-3/O-4: NPS (MS in SSE / SSO)
- O-4: Space tour
- O-4/O-5: NAVAIR tour
- O-5: Space DPM tour
  (2yr breakout prior to IZ for CAPT)

Space Rotation (Excursion):

- O-4: NAVAIR tour
- O-4 / O-5: Space tour
  (NSSO / SPAWAR SD / LA / DNV)

AEDO Space Cadre Billets



Navy Space Cadre Website
http://www.npc.navy.mil/bupers-npc/officer/Detailing/spacecadre/Pages/default.aspx

Research, Development, Test & Evaluation (RDT&E)

- **Naval Air Warfare Centers (NAWC)**
  - **Weapons Division (NAWCWD) - China Lake, CA**
    - **NTWP: VX-30 (Pt. Mugu) & VX-31 (China Lake)**
  - **Aircraft Division (NAWCAD) – Pax River, MD**
    - **NTWL: VX-20, HX-21, VX-23, & USNTPS**
    - **Training Systems Division (TSD) – Orlando, FL**
    - **NAVAIR Lakehurst, NJ**
- **Operational Test at VX-1 (Pax River) & VX-9 (China Lake)**
- **ONR, DARPA, NRL (Washington, D.C.)**

Production: Fleet Readiness Centers (FRC)

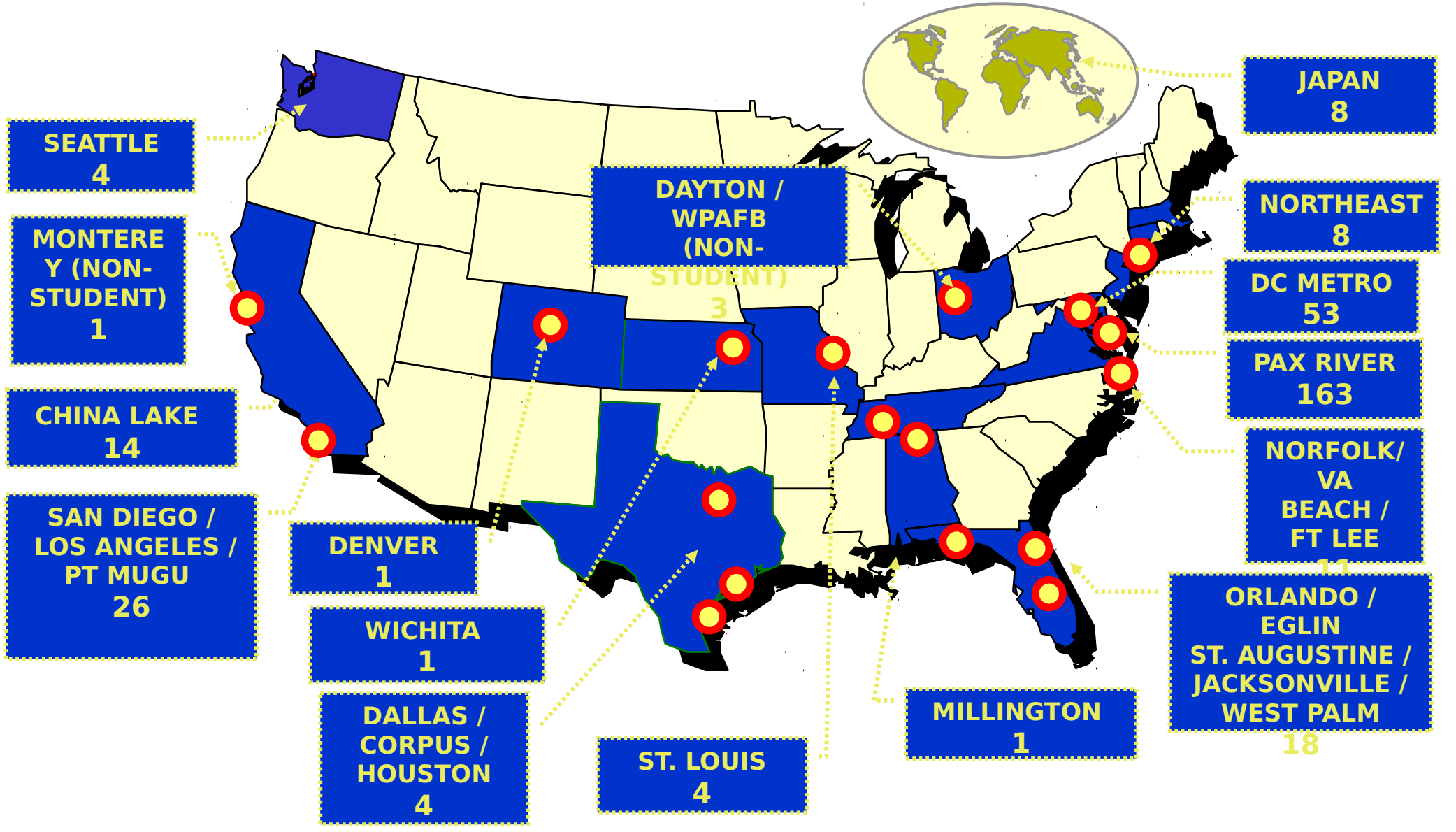
- **Hands-on production facilities:**
  - Hundreds of civilians
  - Dozens of military
  - Budget: $ millions
- **Responsible for aircraft modifications, depot level maintenance, systems engineering**
- **Fleet Readiness Centers (FRCs):**
  1. **Mid-Atlantic (Oceana, VA) ***
  2. **East (Cherry Point, NC) ***
  3. **Southeast (Jacksonville, FL) ***
  4. **Southwest (North Island, CA) ***
  5. **West (Lemoore, CA)**
  6. **Northwest (Whidbey Island, WA)**
  7. **Western Pacific (Atsugi, Japan)**

*** 0-6 FRC CO = Potential Flag maker**

Production:
Defense Contract Management Agency (DCMA)

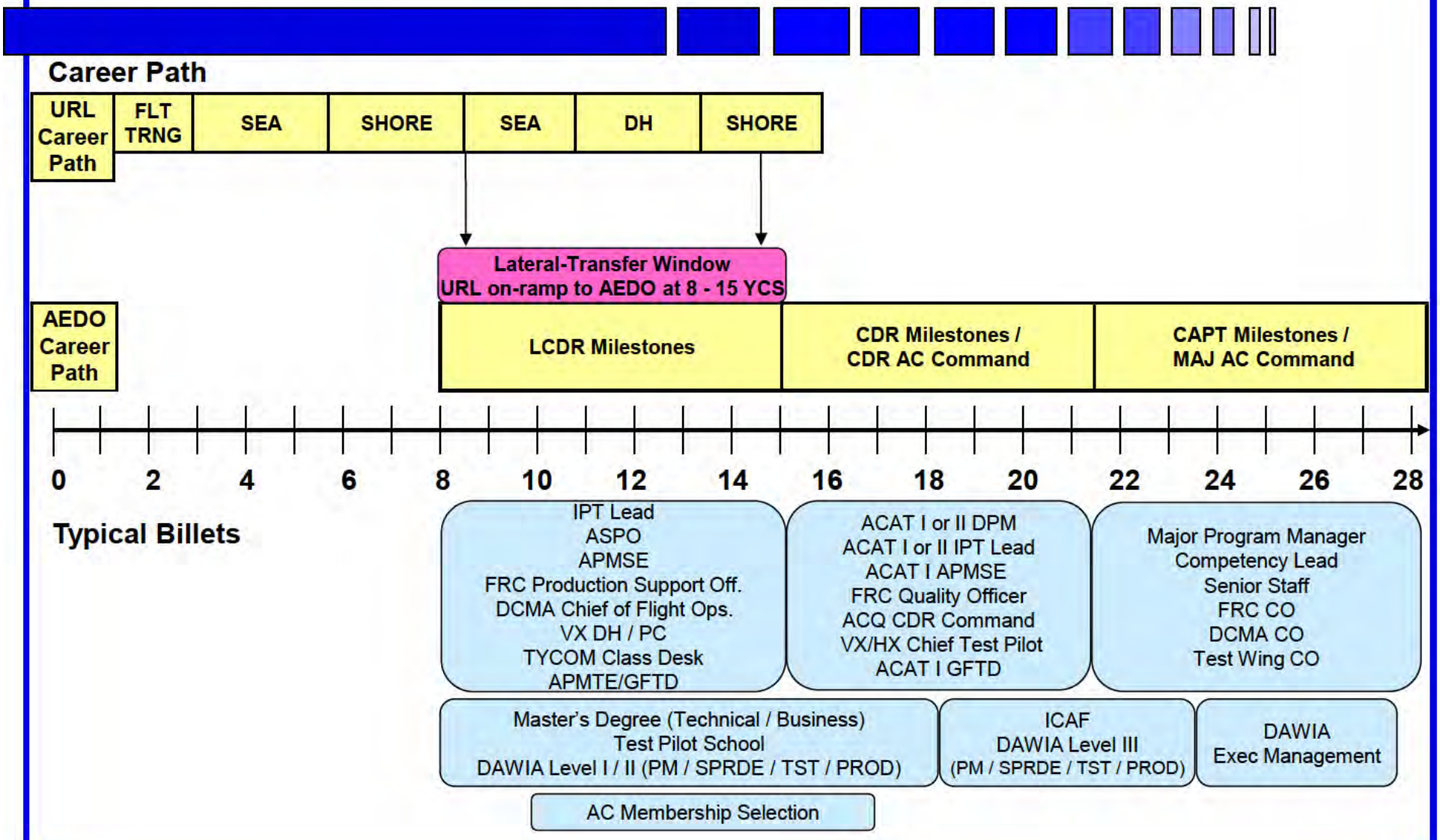
- Oversight of government contracts at major aircraft & weapon systems production facilities
- AEDOs perform acceptance test flying prior to government purchase
- Quality assurance at contractor facilities
- Program integration between NAVAIR and contractor (CONUS / OCONUS)
- Locations:
  1. St. Augustine, FL
  2. Hartford/Stratford, CT
  3. St. Louis, MO
  4. Owego, NY
  5. Ft. Worth, TX
  6. Seattle, WA
  7. Atsugi, Japan

AEDO Geographic Distribution (as of Jul 15)



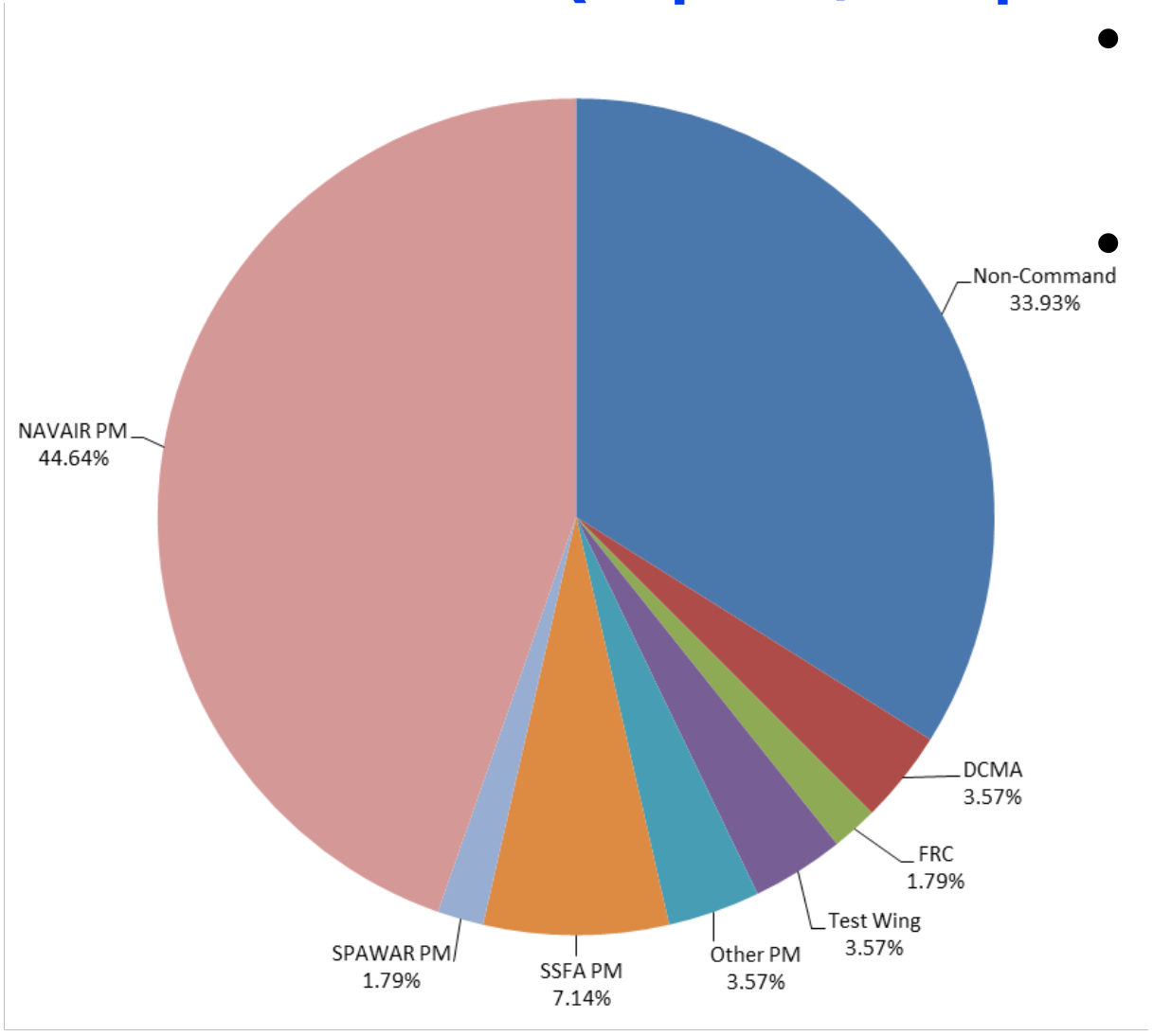
Aerospace Engineering Duty Officer

Career Progression



AEDO Major Command

(Captain) Snapshot*



- **56 AEDO Captains**
- **66% selected for Command**
  - ***25 Program Managers***
  - ***3 FRC/DCMA Cos***
  - ***7 Non-NAVAIR Program Managers***

***as of SEP 2015**

Test Squadron Command

(VX / HX / TPS)

- **Aviation Command (Test) eligible:**
  - CDR/CDR(s)
  - Acquisition Corps (AC) Member
  - DAWIA T&E Level II
  - TPS grad (5403P/Q subspec)
  - 48 mos in acquisition-coded billets
  - Includes AEDOs and AC URLs
- **AEDO zones:**
  - Senior: must be able to get FITREP as CO prior to being IZ for O-6
  - Junior: CDR(s)
- **"Best and Fully Qualified"**
  - Performance, performance, performance
  - Flt Test experience & recent flying
  - Program office/Fleet DH tour

Tentative Schedule

March 16 ACSB	***TPS VX-20 VX-31***
March 17 ACSB	***VX-30***
March 18 ACSB	***HX-21 VX-23***

HX-21: any helo

VX-20 & VX-30: P-3, P-8, EP-3, E-2, C-2, S-3, ES-3, E-6, C-130

VX-23 & VX-31: F-18, EA-18G, ISF

Flying / Flight Pay / PCS orders

- **APPROXIMATELY ONE-THIRD OF AEDO BILLETS ARE DIFOPS**
  - ***Test & Evaluation / FRC / DCMA***
  - ***Flying keeps us in touch w/ technology and reality***
  - ***Transfer to AEDO does not guarantee meeting of flight gates. Detailer and OCM will attempt to meet gates, but no guarantees.***

- **ACIP (FLT PAY) IS *NOT AFFECTED* BY TRANSFER TO AEDO**

- **IF ALREADY IN RECEIPT OF URL PCS ORDERS: LATERAL TRANSFER USUALLY DOES NOT SUPERSEDE EXISTING ORDERS - CASE BY CASE HANDLING**

Transfer & Redesignation

- *Aviation officers can APPLY for LAT XFR to AEDO:*
  1. *w/in 12 mos of MSR completion (winging obligation)*
  2. *w/in 12 mos of ACCP completion (bonus obligation)*

  OR

  w/in 12 mos of Department Head PRD

- *Once SELECTED for LAT XFR, Aviation officers may REDESIGNATE to 1510 no earlier than the later of:*
  1. *MSR*
  2. *ACCP*
  3. *PRD in URL Billet*
  4. *Additionally, if selected for promotion as URL, will not be redesignated until after their promotion date*

- *AEDO OCM in coordination with PERS-43 will handle redesignation timing*

Transfer Redesignation Board: "Aligning the planets"

- **Can / will your URL aviation community let you 'play' on the Transfer Redesignation Board?**
  - » **YG community restrictions**
    - **VFA, VAQ, VP, HSL, etc**
    - **1310 vs 1320**
  - » **Other aviation commitments**
    - **MSR (Winging Obligation)**
    - **ACCP (DH Bonus)**
    - **Second-sea / DH tour**
- **Does the AEDO Community have room?**
  - » **YG – Available AEDO quotas**
    - **Senior LT – CDR(s)…typically**
  - » **Performance, performance, performance**
  - » **Acquisition experience**
  - » **Education (Undergraduate & Graduate)**

Make Yourself Competitive

- **Performance (70%)**
  - ***Sustained Superior Performance***
- **Experience (20%)**
  - ***NAVAIR involvement***
  - ***Special Projects***
  - ***DAWIA training & certification***
  - ***Acquisition Corps (AC) membership***
- **Education (10%)**
  - ***Pursue a Master's Degree (Technical / Business)***

Application Process

Transfer/Redesignation Board:

- **Information on community and application, visit the AEDO Homepage:**

  http://www.npc.navy.mil/Officer/Aviation/AEDO

  - ***Sample Application***
  - ***Community Information***
- **Call Officer Community Manager (OCM):**
  - ***LCDR Regan Hanson/ 301-757-8480 / DSN: 757-8480***
- **ORM Your Career!!**

  There is ***RISK* involved in applying. You may alienate yourself within your command and jeopardize good FITREPs.**

  Call AEDO OCM / Detailer prior to making any move to help in 'Risk Assessment' and determining best time to apply.

  All calls are confidential…application process is not.

AEDO Accessions: FY13/14 & FY15 Lat-Xfer Stats

FY14 Lateral-Transfer #1 (NOV 13):

- **NOV 13 T/R Board details:**
  - **Total applicants: 67**
  - **Quota: 15 (YG99 – YG06)**
  - **Total selected: 9**

FY14 Lateral-Transfer #2 (JUN 14):

- **JUN 14 T/R Board details:**
  - **Total applicants: 60**
  - **Quota: 15 (YG00 – YG08)**
  - **Total selected: 14**

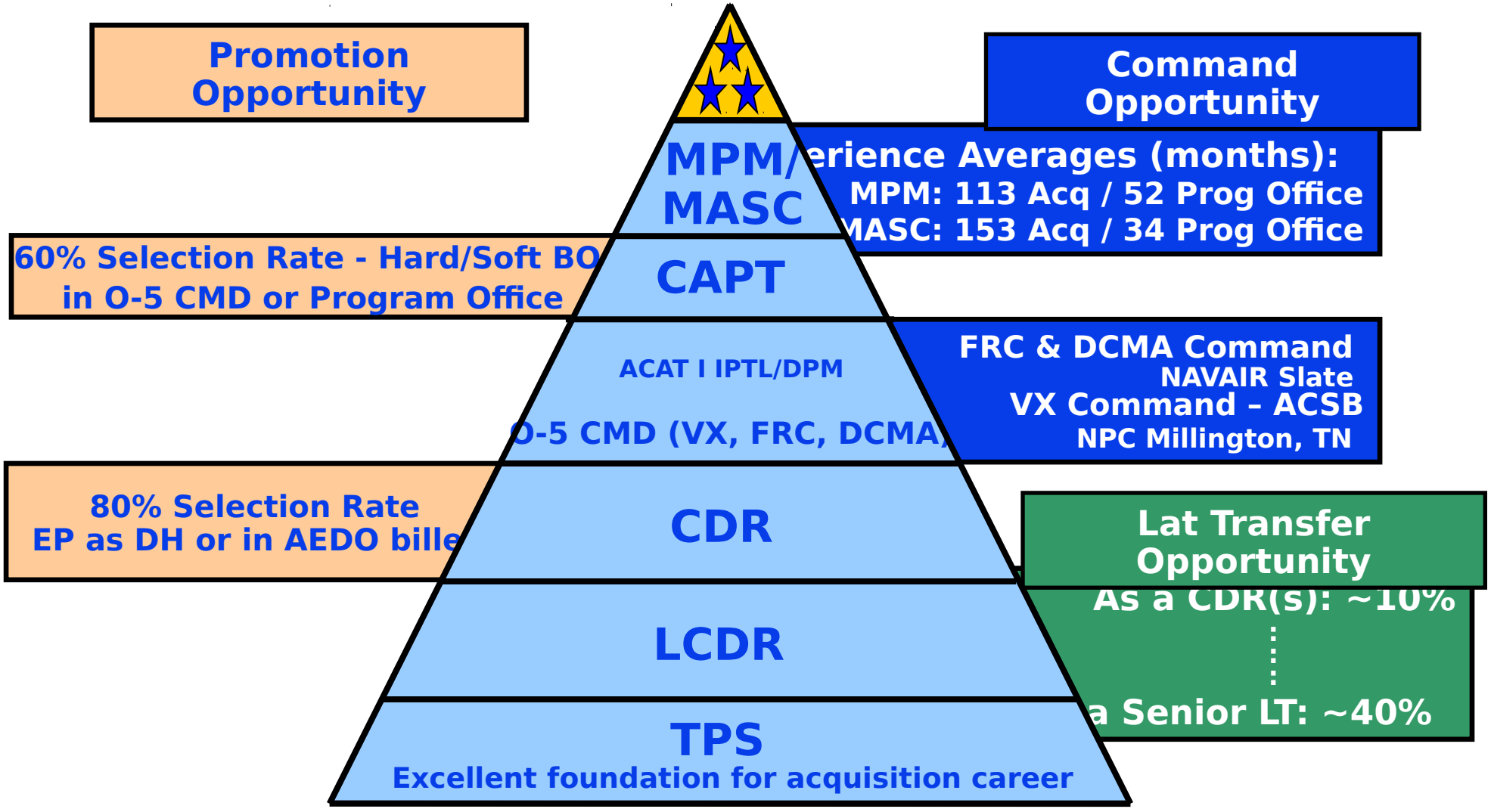
FY15 Lateral-Transfer #1 (NOV 15):

- **NOV 14 T/R Board details:**
  - **Total applicants: 60**
  - **Quota: 14 (YG00 – YG08)**
  - **Total selected: 12**

FY15 Lateral-Transfer #2 (JUN 15):

- **JUN 15 T/R Board details:**
  - **Total applicants: 58**
  - **Quota: 17 (YG00 – YG09)**
  - **Total selected: 13**

AEDO Career Progression



Questions?

Defense Acquisition Workforce Improvement Act (DAWIA)

DAWIA - What is it?

Defense Acquisition Workforce Improvement Act

- **Public Law 101-510 Title XII USC - 5 Nov 1990**
  - **Mandates professionalism of the acquisition workforce through:**
    - **Education**
    - **Training**
    - **Experience**
    - **Career Management**
- **SECNAVINST 5300.36**

DAWIA Certification

- **Process used to determine that you meet the mandatory standards established for your position (billet).**

- **Certification Level I, II, or III has been assigned to each designated acquisition position (billet).**
  - **Acquisition billets assigned Additional Qualification Designators (AQD).**

- **Certification requirements for each level in each career field are based on:**
  - **Education**
  - **Experience**
  - **Training**

DAU Catalog Identifies Requirements - http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx

Certification Levels

- **Billet Codes**
  - **Level 1 billets ~ ENS - LT paygrade**
  - **Level 2 billets ~ LCDR paygrade**
  - **Level 3 billets ~ CDR - CAPT paygrade**
  - **All captain billets are critically coded**
    - » **Only can be filled by Acquisition Corp (AC) Member. Waiverable by DACM.**

Training (How You Get It)

- DAWIA Training Courses

- DAU Catalog Lists Where and When It's Given...Moving Target
- https://www.atrrs.army.mil/channels/navyedacm/Public/DODConsentForm.htm
- Paid for by Central Training Fund

- Equivalency

- Approved by DAU
- List of Those Approved in DAU Catalog and DAU Webpage
- **http://www.dau.mil**

- Validate by EXAMINATION

- Fulfillment

- Credit for demonstrated competency through experience, education, and/or alternative training
- http://www.npc.navy.mil/Officer/Acquisition/

**** If detailed into a billet w/o training, you have 18 months to complete required course(s)**

PSR Special Qualifications

- **Career Field Certifications / APC Membership entered into official record as Additional Qualification Designators (AQDs)**
- **Check your Officer Summary Record (OSR)**
- **Example:**

OSR Cover Sheet	***AQD***
ACQ PM LV3	AA3
ACQ T&E LV2	AT2
ACQ FULL QUAL	APM

- **No AC membership … No assignment to critically coded billets without a waiver!**

Acquisition Corps (AC)

Acquisition Corps - What Is It?

- **What is the Acquisition Corps (AC)?**
  - **Navy's version of Acquisition Corps mandated by DAWIA**
  - **More senior, acquisition experienced persons who meet education, training, and experience requirements (URL, AEDO, AMDO, EDO, Supply)**
- **You must be an AC member to fill Critical Acquisition Position (CAP) billets**
  - **CAP billets include all AED O-6 & Above and some CDR billets**
  - **~ 800 total CAP billets spread across designators**
- **<u>Member must apply to be considered</u>. AC board is conducted <u>annually, announced by NAVADMIN</u>**
- **As an AEDO you <u>MUST</u> be an AC member to compete for promotion and command opportunity – Get it <u>NOW</u>**

AC Requirements

- ** O-4/GS-13 or Above ** *(only non-waiverable req.)*
- **BA/BS Degree Including:**
  - **24 Business Credits or**
  - **12 Business Credits if Degree has 24 credit hours in a primary acquisition career field**
- **Four Years Experience in Acquisition Related Billets**
  - **12 Months Credit for Completing Acquisition Related Degree**
  - **Waiver of Up to 18 Months for Completing Commander Command Tour**
- **Certified or trained Level II in an acquisition career field**

➢ http://www.npc.navy.mil/bupers-npc/officer/Detailing/acquisition/Pages/default2.aspx

Questions?